

Exhibit 1a

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Non-seniority list instructors (limitations)	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable		4	2	0
Home Study Pay	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Not Applicable	Not Applicable		1	3	0
Recurrent Training Pay/Credit	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable		0	0	6
Junior Assignment Pay/Assignment on a Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Ability to Decline a Junior Assignment	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Extensions – Ability to Decline/Premium for Last Available Pilot	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Medical Reimbursement	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Flight Pay Loss Paid by Company	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Uniform Maintenance Allowance	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	5	1
Customs Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable		0	4	2
Per Diem	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		2	4	0

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
1 Day Trip Per Diem	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable		0	0	6
Hotel Buyout	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		6	0	0
Line Award - Line Value Range	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		1	5	0
Min Day Off	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is Comparable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is Comparable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is Comparable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is Less Favorable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is Comparable		<u>Lineholder</u> 3 <u>Reserve</u> 0	<u>Lineholder</u> 1 <u>Reserve</u> 2	<u>Lineholder</u> 2 <u>Reserve</u> 4
Minimum Credits	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is More Favorable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable		<u>Minimum Day</u> 0 <u>Duty Rig</u> 3 <u>Trip Rig</u> 1	<u>Minimum Day</u> 6 <u>Duty Rig</u> 0 <u>Trip Rig</u> 0	<u>Minimum Day</u> 0 <u>Duty Rig</u> 3 <u>Trip Rig</u> 5
Single Duty Day	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Long Call Available	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Co-Domiciles	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable		0	1	5
Long Call Reserve	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		2	4	0

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

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Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
New Equipment	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Scheduling Committee – Members and Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Short-term Training Required on Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Positive Space During Training	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Training Progression	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Training Freeze	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	[REDACTED]
Vacancy Training Restrictions During Fenced Operations	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Pinnacle is Less Favorable	[REDACTED]
Voluntary Move Benefits	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Instructors	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Post Line Award Open Time Requirements	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]
Open time posting	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]

Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
0	4	2
0	6	0
0	6	0
0	6	0
0	6	0
1	4	1
0	1	0
0	5	1
1	5	0
1	5	0
0	1	5

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Open Time Pay	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	
Trip Disruption / Reassign-ment Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	
Deadhead Pay	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Less Favorable	
Deadhead Credit	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Less Favorable	
Vacation	<u>Accrual</u> Pinnacle is Less Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Less Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is Less Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is Less Favorable <u>Pay</u> Pinnacle is Less Favorable	
Virtual Vacation Credit	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	
FMLA	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	
						TOTAL

Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
0	5	1
0	4	2
<u>Air</u> 2 <u>Ground</u> 1	<u>Air</u> 1 <u>Ground</u> 4	<u>Air</u> 3 <u>Ground</u> 1
<u>Air</u> 2 <u>Ground</u> 1	<u>Air</u> 1 <u>Ground</u> 4	<u>Air</u> 3 <u>Ground</u> 1
<u>Accrual</u> 2 <u>Pay</u> 2	<u>Accrual</u> 4 <u>Pay</u> 3	<u>Accrual</u> 0 <u>Pay</u> 1
1	5	0
0	3	2
37	162	57

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision
 More Favorable = Pinnacle provision is less costly/restrictive than OAL provision
 Comparable = Pinnacle provision is approximately comparable to OAL provision

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	11	10	3	2	3	1
Pinnacle is Less Favorable	24	23	25	32	29	31
Pinnacle is Comparable	8	10	15	8	11	1

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Exhibit 1b

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Sick Leave / Extended Sick Leave (ESL)	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable		<u>Sick Leave</u> 0 <u>Extended Sick Leave</u> 0	<u>Sick Leave</u> 6 <u>Extended Sick Leave</u> 6	<u>Sick Leave</u> 0 <u>Extended Sick Leave</u> 0
Short Term Disability	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Loss of License	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	5	1
Long Term Disability	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable		0	2	4
Medical- Premium Payment Provisions	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		1	4	1
Ability to Change Health Care Plan Design	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable		0	2	4
Retiree Medical	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Retirement	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		0	6	0
Profit Sharing	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable		4	0	2
TOTAL							5	43	12

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	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	1	2	0	0	1	1
Pinnacle is Less Favorable	7	7	6	7	9	1
Pinnacle is Comparable	2	1	4	3	0	1

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Exhibit 2a

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Non-seniority list instructors (limitations)	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
Home Study Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Recurrent Training Pay/Credit	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Junior Assignment Pay/Assignment on a Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	0	4	1
Ability to Decline a Junior Assignment	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Extensions – Ability to Decline/Premium for Last Available Pilot	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	2	3	0
Medical Reimbursement	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Flight Pay Loss Paid by Company	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Uniform Maintenance Allowance	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	1	4	0
Customs Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Per Diem	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	2	3	0

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
1 Day Trip Per Diem	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Hotel Buyout	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Line Award - Line Value Range	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Min Day Off	<u>Lineholders</u> Pinnacle is More Favorable <u>Reserves</u> Pinnacle is More Favorable	<u>Lineholders</u> Pinnacle is Comparable <u>Reserves</u> Pinnacle is Comparable	<u>Lineholders</u> Pinnacle is More Favorable <u>Reserves</u> Pinnacle is More Favorable	<u>Lineholders</u> Pinnacle is Comparable <u>Reserves</u> Pinnacle is Comparable	<u>Lineholders</u> Pinnacle is More Favorable <u>Reserves</u> Pinnacle is Comparable	<u>Lineholders</u> 3 <u>Reserves</u> 2	<u>Lineholders</u> 0 <u>Reserves</u> 0	<u>Lineholders</u> 2 <u>Reserves</u> 3
Minimum Credits	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is More Favorable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Less Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> 0 <u>Duty Rig</u> 1 <u>Trip Rig</u> 1	<u>Minimum Day</u> 5 <u>Duty Rig</u> 0 <u>Trip Rig</u> 0	<u>Minimum Day</u> 0 <u>Duty Rig</u> 4 <u>Trip Rig</u> 4
Single Duty Day	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Long Call Available	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Co-Domiciles	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Long Call Reserve	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
New Equipment	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	1	3	1
Scheduling Committee – Members and Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Short-term Training Required on Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Positive Space During Training	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Training Progression	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1
Training Freeze	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	1	3	1
Vacancy Training Restrictions During Fenced Operations	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	0	1	4
Voluntary Move Benefits	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Instructors	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Post Line Award Open Time Requirements	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
Open time posting	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1
Open Time Pay	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Trip Disruption / Reassignment Pay	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	Not Applicable	Pinnacle is Comparable	0	1	3
Deadhead Pay	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> 2 <u>Ground</u> 2	<u>Air</u> 1 <u>Ground</u> 2	<u>Air</u> 2 <u>Ground</u> 1
Deadhead Credit	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> 2 <u>Ground</u> 1	<u>Air</u> 1 <u>Ground</u> 3	<u>Air</u> 2 <u>Ground</u> 1
Vacation	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is Less Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is Comparable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> 3 <u>Pay</u> 2	<u>Accrual</u> 1 <u>Pay</u> 0	<u>Accrual</u> 1 <u>Pay</u> 3
Virtual Vacation Credit	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	2	3	0
FMLA	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1
TOTAL						42	125	52

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	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	14	7	15	1	5
Pinnacle is Less Favorable	22	22	21	32	28
Pinnacle is Comparable	8	15	8	10	11

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 2b

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Sick Leave / Extended Sick Leave (ESL)	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is More Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Comparable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Less Favorable	<u>Sick Leave</u> 1 <u>Extended Sick Leave</u> 0	<u>Sick Leave</u> 3 <u>Extended Sick Leave</u> 5	<u>Sick Leave</u> 1 <u>Extended Sick Leave</u> 0
Short Term Disability	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1
Loss of License	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Long Term Disability	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Comparable	0	3	2
Medical- Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	3	1
Ability to Change Health Care Plan Design	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Retiree Medical	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Retirement	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	4	1
Profit Sharing	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	1	0	4
TOTAL						4	38	10

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	2	0	2	0	0
Pinnacle is Less Favorable	6	9	6	7	8
Pinnacle is Comparable	2	1	2	3	2

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More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 3a

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Non-seniority list instructors (limitations)	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	5	1	0
Home Study Pay	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	1	3	2
Recurrent Training Pay/Credit	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	6	0	0
Junior Assignment Pay/Assignment on a Day Off	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	[REDACTED]	1	1	4
Ability to Decline a Junior Assignment	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	0	0	6
Extensions – Ability to Decline/Premium for Last Available Pilot	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	[REDACTED]	3	0	3
Medical Reimbursement	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	0	0	6
Flight Pay Loss Paid by Company	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	2	0	3
Uniform Maintenance Allowance	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	5	0	1
Customs Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	[REDACTED]	2	0	4

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Per Diem	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable		4	2	0
1 Day Trip Per Diem	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		6	0	0
Hotel Buyout	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		6	0	0
Line Award - Line Value Range	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		6	0	0
Min Day Off	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is Comparable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable		<u>Lineholder</u> 3 <u>Reserve</u> 5	<u>Lineholder</u> 1 <u>Reserve</u> 0	<u>Lineholder</u> 2 <u>Reserve</u> 1
Minimum Credits	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is More Favorable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is Comparable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable		<u>Minimum Day</u> 5 <u>Duty Rig</u> 3 <u>Trip Rig</u> 1	<u>Minimum Day</u> 0 <u>Duty Rig</u> 0 <u>Trip Rig</u> 0	<u>Minimum Day</u> 1 <u>Duty Rig</u> 3 <u>Trip Rig</u> 5
Single Duty Day	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable		0	0	6
Long Call Available	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		1	5	0
Co-Domiciles	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		5	0	1

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Long Call Reserve	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	3	0	3
New Equipment	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	5	0	0
Scheduling Committee – Members and Pay	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	[REDACTED]	2	1	3
Short-term Training Required on Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	0	6	0
Positive Space During Training	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	0	6	0
Training Progression	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	[REDACTED]	0	1	4
Training Freeze	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	6	0	0
Vacancy Training Restrictions During Fenced Operations	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	0	0	6
Voluntary Move Benefits	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	[REDACTED]	1	0	5
Instructors	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	1	5	0

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Post Line Award Open Time Requirements	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable		1	4	0
Open time posting	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable		6	0	0
Open Time Pay	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Less Favorable		3	1	2
Trip Disruption / Reassignment Pay	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable		2	0	4
Deadhead Pay	Air Pinnacle is More Favorable Ground Pinnacle is Comparable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable	Air Pinnacle is Comparable Ground Pinnacle is Comparable	Air Pinnacle is More Favorable Ground Pinnacle is Comparable		Air 5 Ground 2	Air 0 Ground 0	Air 1 Ground 4
Deadhead Credit	Air Pinnacle is More Favorable Ground Pinnacle is Comparable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable	Air Pinnacle is Comparable Ground Pinnacle is Comparable	Air Pinnacle is More Favorable Ground Pinnacle is Comparable		Air 5 Ground 2	Air 0 Ground 0	Air 1 Ground 4

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More Favorable = Pinnacle provision is less costly/restrictive than OAL provision




Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Vacation	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Less Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Less Favorable		<u>Accrual</u> 6 <u>Pay</u> 2	<u>Accrual</u> 0 <u>Pay</u> 3	<u>Accrual</u> 0 <u>Pay</u> 1
Virtual Vacation Credit	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Less Favorable		3	1	2
FMLA	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable		2	0	3
						TOTAL	127	41	91

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	27	24	23	15	19	
Pinnacle is Less Favorable	4	6	6	8	11	
Pinnacle is Comparable	13	14	15	21	14	

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision
More Favorable = Pinnacle provision is less costly/restrictive than OAL provision
Comparable = Pinnacle provision is approximately comparable to OAL provision

Exhibit 3b

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comp
Sick Leave / Extended Sick Leave (ESL)	<u>Sick Leave</u> Pinnacle is More Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is More Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is More Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	[REDACTED]	<u>Sick Leave</u> 3 <u>Extended Sick Leave</u> 0	<u>Sick Leave</u> 3 <u>Extended Sick Leave</u> 0	<u>Sick Leave</u> 0 <u>Extended Sick Leave</u> 6
Short Term Disability	Pinnacle is Comparable	Pinnacle is Comparable	Not Applicable	Not Applicable	Pinnacle is Comparable	[REDACTED]	0	0	4
Loss of License	Pinnacle is Less Favorable	Pinnacle is More Favorable	Not Applicable	Not Applicable	Not Applicable	[REDACTED]	2	1	0
Long Term Disability	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	6	0	0
Medical-Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	3	2	1
Ability to Change Health Care Plan Design	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	[REDACTED]	6	0	0
Retiree Medical	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Not Applicable	Not Applicable	[REDACTED]	3	0	0
Retirement	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is More Favorable	[REDACTED]	3	2	1
Profit Sharing	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	[REDACTED]	1	5	0
TOTAL							27	13	12

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	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	5	8	5	2	3	■
Pinnacle is Less Favorable	3	0	1	4	3	■
Pinnacle is Comparable	2	2	2	1	2	■

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Exhibit 4a

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Non-seniority list instructors (limitations)	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
Home Study Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Not Applicable	Pinnacle is Comparable	0	0	4
Recurrent Training Pay/Credit	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Junior Assignment Pay/Assignment on a Day Off	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	2	1	2
Ability to Decline a Junior Assignment	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Extensions – Ability to Decline/Premium for Last Available Pilot	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	2	0	3
Medical Reimbursement	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	1	0	4
Flight Pay Loss Paid by Company	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	1	0	4
Uniform Maintenance Allowance	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Customs Pay	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	2	0	3
Per Diem	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	3	2	0

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
1 Day Trip Per Diem	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Hotel Buyout	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Line Award - Line Value Range	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	4	1	0
Min Day Off	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is Comparable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> Pinnacle is More Favorable <u>Reserve</u> Pinnacle is More Favorable	<u>Lineholder</u> 3 <u>Reserve</u> 5	<u>Lineholder</u> 0 <u>Reserve</u> 0	<u>Lineholder</u> 2 <u>Reserve</u> 0
Minimum Credits	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is More Favorable <u>Trip Rig</u> Pinnacle is More Favorable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> Pinnacle is More Favorable <u>Duty Rig</u> Pinnacle is Comparable <u>Trip Rig</u> Pinnacle is Comparable	<u>Minimum Day</u> 5 <u>Duty Rig</u> 1 <u>Trip Rig</u> 1	<u>Minimum Day</u> 0 <u>Duty Rig</u> 0 <u>Trip Rig</u> 0	<u>Minimum Day</u> 0 <u>Duty Rig</u> 4 <u>Trip Rig</u> 4
Single Duty Day	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Long Call Available	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Co-Domiciles	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Long Call Reserve	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	2	0	3

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
New Equipment	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Scheduling Committee – Members and Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	1	0	4
Short-term Training Required on Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Not Applicable	Not Applicable	1	2	0
Positive Space During Training	Not Applicable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	2	0	2
Training Progression	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
Training Freeze	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	4	1	0
Vacancy Training Restrictions During Fenced Operations	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	1	0	4
Voluntary Move Benefits	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Instructors	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Post Line Award Open Time Requirements	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Open time posting	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Open Time Pay	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	2	0	3

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Trip Disruption / Reassign-ment Pay	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	Not Applicable	Pinnacle is More Favorable	3	0	1
Deadhead Pay	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> 4 <u>Ground</u> 3	<u>Air</u> 0 <u>Ground</u> 0	<u>Air</u> 1 <u>Ground</u> 2
Deadhead Credit	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> 4 <u>Ground</u> 3	<u>Air</u> 0 <u>Ground</u> 0	<u>Air</u> 1 <u>Ground</u> 2
Vacation	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is Comparable	<u>Accrual</u> Pinnacle is More Favorable <u>Pay</u> Pinnacle is More Favorable	<u>Accrual</u> 5 <u>Pay</u> 2	<u>Accrual</u> 0 <u>Pay</u> 0	<u>Accrual</u> 0 <u>Pay</u> 3
Virtual Vacation Credit	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is More Favorable	3	0	2
FMLA	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	4	0	1
TOTAL						119	22	74

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	29	24	31	14	21
Pinnacle is Less Favorable	4	4	2	6	6
Pinnacle is Comparable	10	16	11	21	16

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 4b

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Sick Leave / Extended Sick Leave (ESL)	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is More Favorable	<u>Sick Leave</u> Pinnacle is More Favorable <u>Extended Sick Leave</u> Pinnacle is More Favorable	<u>Sick Leave</u> Pinnacle is Comparable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> Pinnacle is Less Favorable <u>Extended Sick Leave</u> Pinnacle is Comparable	<u>Sick Leave</u> 1 <u>Extended Sick Leave</u> 2	<u>Sick Leave</u> 3 <u>Extended Sick Leave</u> 0	<u>Sick Leave</u> 1 <u>Extended Sick Leave</u> 3
Short Term Disability	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	1	2	2
Loss of License	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Long Term Disability	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	3	2	0
Medical- Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
Ability to Change Health Care Plan Design	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	3	0	2
Retiree Medical	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	1	0	4
Retirement	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
Profit Sharing	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
TOTAL						18	20	12

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	5	5	5	1	2
Pinnacle is Less Favorable	4	3	3	4	6
Pinnacle is Comparable	1	2	2	5	2

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 5a

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Holiday Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is More Favorable		2	4	0
Junior Assignment Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	6	0
Extension Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	6	0
Ability to Decline Junior Assignments	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	6	0
Ability to Decline Extensions	Pinnacle is More Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		1	5	0
Ability to Fly a Flight Attendant Into a Day Off	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Comparable		0	0	6
Deadhead	Air Pinnacle is More Favorable Ground Pinnacle is Less Favorable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable			Air Pinnacle is Comparable Ground Pinnacle is Less Favorable		Air 2 Ground 1	Air 2 Ground 4	Air 1 Ground 0
Per Diem	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	6	0
1-Day Trip Per Posting	Pinnacle is Less Favorable	Pinnacle is Comparable			Pinnacle is Comparable		0	1	5
Uniform Allowance	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	5	1
FA Open Time Posting	Pinnacle is Less Favorable	Pinnacle is More Favorable			Pinnacle is More Favorable		4	1	0

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Vacation Accrual	Pinnacle is More Favorable	Pinnacle is More Favorable			Pinnacle is Less Favorable		5	1	0
Co-domiciles	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Less Favorable		0	2	4
Minimum Days for Part-Time Flight Attendants	Pinnacle is More Favorable	Not Applicable			Pinnacle is More Favorable		3	0	0
Distance Learning / Home Study	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		0	6	0
Recurrent Training Pay/Credit	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Comparable		0	0	6
US Customs Credit	Not Applicable	Not Applicable			Pinnacle is Comparable		0	1	1
Total							18	56	24

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	4	4	1	1	3	1
Pinnacle is Less Favorable	10	8	2	1	10	2
Pinnacle is Comparable	3	4	1	1	5	1

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 5b

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Sick Leave / Extended Sick Leave	Pinnacle is Less Favorable	Pinnacle is Less Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is Less Favorable	██████████ ██████████	0	6	0
Short-Term Disability Plan	Pinnacle is Less Favorable	Pinnacle is More Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is Less Favorable	██████████ ██████████	1	5	0
Long-Term Disability Plan	Pinnacle is Comparable	Pinnacle is Comparable	██████████ ██████████	██████████ ██████████	Not Applicable	██████████ ██████████	0	0	5
Medical – Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is Less Favorable	██████████ ██████████	3	3	0
Medical – Plan Design	Pinnacle is More Favorable	Pinnacle is Less Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is Less Favorable	██████████ ██████████	1	5	0
Retirement	Pinnacle is Less Favorable	Pinnacle is More Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is Less Favorable	██████████ ██████████	1	5	0
Profit Sharing	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████ ██████████	██████████ ██████████	Pinnacle is More Favorable	██████████ ██████████	5	0	0
Total							11	24	5

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	3	4	1	1	1	1
Pinnacle is Less Favorable	3	2	1	1	5	1
Pinnacle is Comparable	1	1	1	1	0	1

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision
More Favorable = Pinnacle provision is less costly/restrictive than OAL provision
Comparable = Pinnacle provision is approximately comparable to OAL provision

Exhibit 6a

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Holiday Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	2	3	0
Junior Assignment Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Extension Pay	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Ability to Decline Junior Assignments	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Ability to Decline Extensions	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Not Applicable	Not Applicable	Not Applicable	0	2	0
Ability to Fly a Flight Attendant Into a Day Off	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Deadhead	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Pinnacle is Less Favorable	<u>Air</u> Pinnacle is Less Favorable <u>Ground</u> Not Applicable	<u>Air</u> 0 <u>Ground</u> 1	<u>Air</u> 4 <u>Ground</u> 2	<u>Air</u> 1 <u>Ground</u> 1
Per Diem	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
1-Day Trip Per Diem	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Uniform Allowance	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	4	0
FA Open Time Posting	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0

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More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Vacation Accrual	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable	3	0	2
Co-domiciles	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	0	3	2
Minimum Days for Part-Time Flight Attendants	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Distance Learning / Home Study	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Recurrent Training Pay/Credit	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
US Customs Credit	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
					TOTAL	8	62	16

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	1	1	3	2	1
Pinnacle is Less Favorable	13	13	12	13	11
Pinnacle is Comparable	4	4	2	2	4

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Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 6b

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Sick Leave / Extended Sick Leave	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	0	5	0
Short-Term Disability Plan	Pinnacle is More Favorable	Pinnacle is Less Favorable	Not Applicable	Pinnacle is Less Favorable	Not Applicable	1	2	0
Long-Term Disability Plan	Not Applicable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Comparable	0	2	2
Medical – Premium Payment Provisions	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is Less Favorable	1	1	3
Medical – Plan Design	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	4	1	0
Retirement	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	1	3	1
Profit Sharing	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
TOTAL						12	14	6

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	4	2	2	3	1
Pinnacle is Less Favorable	1	4	2	3	4
Pinnacle is Comparable	1	1	2	1	1

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Exhibit 7a

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Holiday Pay	Pinnacle is More Favorable	Pinnacle is Less Favorable			Pinnacle is More Favorable		3	3	0
Junior Assignment Pay	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Less Favorable		0	1	5
Extension Pay	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Comparable		0	0	6
Ability to Decline Junior Assignment	Pinnacle is More Favorable	Pinnacle is More Favorable			Pinnacle is Comparable		3	0	3
Ability to Decline Extensions	Pinnacle is More Favorable	Pinnacle is More Favorable			Pinnacle is Comparable		3	0	3
Ability to Fly a Flight Attendant Into a Day off	Pinnacle is Comparable	Pinnacle is Comparable			Pinnacle is Less Favorable		0	1	5
Deadhead	Air Pinnacle is More Favorable Ground Pinnacle is Comparable	Air Pinnacle is More Favorable Ground Pinnacle is More Favorable			Air Pinnacle is More Favorable Ground Pinnacle is Comparable		Air 4 Ground 1	Air 0 Ground 0	Air 1 Ground 4
Per Diem	Pinnacle is Comparable	Pinnacle is More Favorable			Pinnacle is More Favorable		3	2	1
1-Day Trip Per Posting	Pinnacle is Comparable	Pinnacle is More Favorable			Pinnacle is More Favorable		5	0	1
Uniform Allowance	Pinnacle is Less Favorable	Pinnacle is Less Favorable			Pinnacle is Less Favorable		1	5	0
FA Open Time Posting	Pinnacle is Comparable	Pinnacle is More Favorable			Pinnacle is More Favorable		4	0	1

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 More Favorable = Pinnacle provision is less costly/restrictive than OAL provision
 Comparable = Pinnacle provision is approximately comparable to OAL provision

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Vacation Accrual	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is Less Favorable	██████████	3	3	0
Co-domiciles	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is Comparable	██████████	4	0	2
Minimum Days for Part-Time Flight Attendants	Pinnacle is More Favorable	Not Applicable	██████████	██████████	Pinnacle is More Favorable	██████████	3	0	0
Distance Learning / Home Study	Pinnacle is Less Favorable	Pinnacle is Less Favorable	██████████	██████████	Pinnacle is Less Favorable	██████████	0	5	0
Recurrent Training Pay/Credit	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is More Favorable	██████████	6	0	0
US Customs Credit	Not Applicable	Not Applicable	██████████	██████████	Pinnacle is More Favorable	██████████	1	0	0
Total							44	20	32

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	8	10	█	█	8	█
Pinnacle is Less Favorable	2	3	█	█	5	█
Pinnacle is Comparable	7	3	█	█	5	█

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Exhibit 7b

TOPIC	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Sick Leave / Extended Sick Leave	Pinnacle is Comparable	Pinnacle is Comparable	██████████	██████████	Pinnacle is Comparable	██████████	0	0	6
Short-Term Disability Plan	Pinnacle is Comparable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is Comparable	██████████	1	0	3
Long-Term Disability Plan	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Not Applicable	██████████	5	0	0
Medical – Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is Less Favorable	██████████	3	3	0
Medical – Plan Design	Pinnacle is More Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is More Favorable	██████████	6	0	0
Retirement	Pinnacle is Less Favorable	Pinnacle is Less Favorable	██████████	██████████	Pinnacle is More Favorable	██████████	3	3	0
Profit Sharing	Pinnacle is Less Favorable	Pinnacle is More Favorable	██████████	██████████	Pinnacle is Less Favorable	██████████	1	5	0
Total							19	11	9

	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Pinnacle is More Favorable	3	5	1	1	2	1
Pinnacle is Less Favorable	2	1	1	1	2	1
Pinnacle is Comparable	2	1	1	1	2	1

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Exhibit 8a

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Holiday Pay	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	2	2	1
Junior Assignment Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Extension Pay	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Ability to Decline Junior Assignments	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Ability to Decline Extensions	Pinnacle is More Favorable	Pinnacle is More Favorable	Not Applicable	Not Applicable	Not Applicable	2	0	0
Ability to Fly a Flight Attendant Into a Day Off	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
Deadhead	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is More Favorable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is More Favorable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Pinnacle is Comparable	<u>Air</u> Pinnacle is Comparable <u>Ground</u> Not Applicable	<u>Air</u> 1 <u>Ground</u> 2	<u>Air</u> 0 <u>Ground</u> 0	<u>Air</u> 4 <u>Ground</u> 2
Per Diem	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	2	3	0
1-Day Trip Per Diem	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Uniform Allowance	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	3	2	0
FA Open Time Posting	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
Vacation Accrual	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
Co-domiciles	Pinnacle is More Favorable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	2	0	3
Minimum Days for Part-Time Flight Attendants	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	2	3	0
Distance Learning / Home Study	Not Applicable	Pinnacle is Comparable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Not Applicable	0	2	1
Recurrent Training Pay/Credit	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	5	0	0
US Customs Credit	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is Comparable	0	0	5
					TOTAL	36	12	36

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	7	10	8	5	6
Pinnacle is Less Favorable	2	1	2	4	3
Pinnacle is Comparable	8	7	7	8	6

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 8b

TOPIC	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Sick Leave / Extended Sick Leave	Pinnacle is Comparable	Pinnacle is Comparable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is Comparable
Short-Term Disability Plan	Pinnacle is More Favorable	Pinnacle is Comparable	Not Applicable	Pinnacle is Comparable	Not Applicable
Long-Term Disability Plan	Not Applicable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable
Medical – Premium Payment Provisions	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable
Medical – Plan Design	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable	Pinnacle is More Favorable
Retirement	Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is More Favorable	Not Applicable	Pinnacle is Less Favorable
Profit Sharing	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable	Pinnacle is Less Favorable
					TOTAL

Pinnacle is More Favorable	Pinnacle is Less Favorable	Pinnacle is Comparable
2	0	3
1	0	2
2	2	0
5	0	0
5	0	0
2	2	0
0	5	0
17	9	5

	Air Wisconsin	American Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Pinnacle is More Favorable	4	2	4	4	3
Pinnacle is Less Favorable	1	3	2	1	2
Pinnacle is Comparable	1	2	0	1	1

Less Favorable = Pinnacle provision is more costly/restrictive than OAL provision

More Favorable = Pinnacle provision is less costly/restrictive than OAL provision

Comparable = Pinnacle provision is approximately comparable to OAL provision

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Exhibit 9a

Exhibit 9a

Comair Pilots

Prior to Filing Bankruptcy
Bankruptcy filed September 14, 2005

	Comair	Air Wisconsin	American Eagle	ASA	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Comair Relative Rank
Amendable Date	5/21/2006	10/1/2011	1/1/2013	9/15/2002	11/30/2008	9/19/2007	1/31/2009	10/17/2007		7/31/2006	
Eff Date	6/22/2004	10/1/2005	1/1/2005	9/14/2002	12/1/2004	9/19/2004	1/31/2005	10/1/2005		8/1/2005	
Aircraft Type	CRJ-70	51-70 Seat	CRJ-70	CRJ-70		CRJ-70	RJ 85	60-78 Seat			
Rate (18th Yr)	\$113.12	\$97.11	\$94.24	\$102.59		\$90.12	\$94.48	\$99.24			1
Aircraft Type	CRJ-50	CRJ-50	ERJ145	CRJ-50	ERJ145	50-59 Seat	40-59 Seat	ERJ145		ERJ145	
Rate (15th Year)	\$92.38	\$83.06	\$89.53	\$81.98	\$84.95	\$77.79	\$83.83	\$87.33		\$81.54	2
Per Diem	\$1.75	\$1.40	\$1.55	\$1.50	\$1.60	\$1.21	\$1.50	\$1.55		\$1.40	1
Vacation Pay	3:00	3:00	3:45	2:40	3:45	3:00	2:51	4:00		3:00	5
Reserve Days Off	137	144	132	120	137	96	132	132		120	2
Top Of Scale	18	20 / 18	18	18 / 15	18	20 / 15	18	18		15	

As of Final Restructuring Agreement
Effective March 2, 2007

	Comair	Air Wisconsin	American Eagle	ASA	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Comair Relative Rank
Amendable Date	3/1/2011	10/1/2011	1/1/2013	9/15/2002	11/30/2008	9/19/2007	1/31/2009	10/17/2007		7/31/2006	
Eff Date	3/2/2007	10/1/2006	1/1/2007	9/14/2002	12/1/2006	9/19/2006	12/1/2006	10/1/2006		8/1/2005	
Aircraft Type	CRJ-70	51-70 Seat	CRJ-70	CRJ-70		CRJ-70	RJ 85	60-78 Seat			
Rate (18th Yr)	\$98.98	\$98.57	\$98.43	\$102.59		\$88.97	\$91.08	\$101.22			3
Aircraft Type	CRJ-50	CRJ-50	ERJ145	CRJ-50	ERJ145	50-59 Seat	CRJ-50	ERJ145		ERJ145	
Rate (15th Year)	\$85.22	\$86.37	\$93.51	\$81.98	\$89.25	\$79.34	\$81.23	\$89.08		\$81.54	6
Per Diem	\$1.55	\$1.50	\$1.65	\$1.60	\$1.70	\$1.27	\$1.55	\$1.65		\$1.40	6
Vacation Pay	2:52	3:00	3:45	3:00	3:45	3:00	2:51	2:34		3:00	8
Reserve Days Off	132	144	132	132	137	96	132	132		120	3
Top Of Scale	18	20 / 18	18	18 / 15	18	20 / 15	18	20		15	

Exhibit 9b

Exhibit 9b

Comair Flight Attendants

Prior to Filing Bankruptcy
Bankruptcy filed September 14, 2005

	Comair	Air Wisconsin	American Eagle	ASA	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Comair Relative Rank
Amendable Date	7/19/2007	10/1/2008	9/2/2002	9/26/2003	12/31/2004	6/13/2006	3/31/2006	9/1/2009		7/31/2006	
Eff Date	11/19/2004	10/1/2005	12/31/2001	9/1/2003	11/1/2003	1/31/2005	4/1/2005	9/1/2005		7/1/2002	1
Rate (15th Year)	\$37.95	\$31.77	\$27.68	\$32.00	\$31.00	\$27.44	\$28.41	\$30.25		\$23.50	1
Per Diem	\$1.75	\$1.55	\$1.55	\$1.50	\$1.40	\$1.24	\$1.50	\$1.55		\$1.15	1
Top Of Scale	18	27	13	15	15	18	14	15		11	

As of Final Restructuring Agreement
Effective March 2, 2007

	Comair	Air Wisconsin	American Eagle	ASA	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Comair Relative Rank
Amendable Date	12/31/2010	10/1/2008	10/27/2009	9/26/2003	7/31/2010	6/13/2006	12/1/2010	9/1/2009		7/31/2006	
Eff Date	12/31/2006	10/1/2006	10/27/2006	9/1/2003	8/1/2006	1/31/2006	12/1/2006	9/1/2006		7/1/2002	2
Rate (15th Year)	\$36.33	\$32.41	\$31.31	\$32.00	\$37.55	\$28.12	\$27.64	\$31.01		\$23.50	5
Per Diem	\$1.55	\$1.55	\$1.65	\$1.50	\$1.65	\$1.27	\$1.35	\$1.60		\$1.15	
Top Of Scale	18	27	13	15	15	18	14	15		11	

Exhibit 9c

Exhibit 9c

Mesaba Pilots

Prior to Filing Bankruptcy
Bankruptcy filed October 13, 2005

	Mesaba	Air Wisconsin	American Eagle	ASA	Comair	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Mesaba Relative Rank
Amendable Date	1/31/2009	10/1/2011	1/1/2013	9/15/2002	5/21/2006	11/30/2008	9/19/2007	1/31/2009	10/17/2007		7/31/2006	
Eff Date	1/31/2005	10/1/2005	1/1/2005	9/14/2002	6/22/2004	12/1/2004	9/19/2004	1/31/2005	10/1/2005		8/1/2005	
Aircraft Type	RJ 85	51-70 Seat	CRJ-70	CRJ-70	CRJ-70		CRJ-70	RJ 85	60-78 Seat			
Rate (18th Yr)	\$94.48	\$97.11	\$94.24	\$102.59	\$113.12		\$90.12	\$94.48	\$99.24			5
Aircraft Type	40-59 Seat	CRJ-50	ERJ145	CRJ-50	CRJ-50	ERJ145	50-59 Seat	40-59 Seat	ERJ145		ERJ145	
Rate (15th Year)	\$83.83	\$83.06	\$89.53	\$81.98	\$92.38	\$84.95	\$77.79	\$83.83	\$87.33		\$81.54	6
Top Of Scale	18	20 / 18	18	18 / 15	18	18	20 / 15	18	18		15	

As of Final Restructuring Agreement
Effective December 1, 2006

	Mesaba	Air Wisconsin	American Eagle	ASA	Comair	ExpressJet	Mesa	Mesaba	Republic / Chautauqua	Skywest	Trans States	Mesaba Relative Rank
Amendable Date	1/31/2009	10/1/2011	1/1/2013	9/15/2002	5/21/2006	11/30/2008	9/19/2007	1/31/2009	10/17/2007		7/31/2006	
Eff Date	12/1/2006	10/1/2006	1/1/2007	9/14/2002	6/22/2004	12/1/2006	9/19/2006	12/1/2006	10/1/2006		8/1/2005	
Aircraft Type	RJ 85	51-70 Seat	CRJ-70	CRJ-70	CRJ-70		CRJ-70	RJ 85	60-78 Seat			
Rate (18th Yr)	\$91.08	\$98.57	\$98.43	\$102.59	\$113.12		\$88.97	\$91.08	\$101.22			7
Aircraft Type	CRJ-50	CRJ-50	ERJ145	CRJ-50	CRJ-50	ERJ145	50-59 Seat	CRJ-50	ERJ145		ERJ145	
Rate (15th Year)	\$81.23	\$86.37	\$93.51	\$81.98	\$92.38	\$89.25	\$79.34	\$81.23	\$89.08		\$81.54	9
Top Of Scale	18	20 / 18	18	18 / 15	18	18	20 / 15	18	20		15	

Exhibit 9d

Exhibit 9d

Mesaba Flight Attendants

**Prior to Filing Bankruptcy
Bankruptcy filed October 13, 2005**

	Mesaba	Air Wisconsin	American Eagle	ASA	Comair	ExpressJet	Mesa	Republic / Chautauqua	Skywest	Trans States	Mesaba Relative Rank
Amendable Date	3/31/2006	10/1/2008	9/2/2002	9/26/2003	7/19/2007	12/31/2004	6/13/2006	9/1/2009		7/31/2006	
Eff Date	4/1/2005	10/1/2005	12/31/2001	9/1/2003	11/19/2004	11/1/2003	1/31/2005	9/1/2005		7/1/2002	
Rate (15th Year)	\$28.41	\$31.77	\$27.68	\$32.00	\$37.95	\$31.00	\$27.44	\$30.25		\$23.50	7
Per Diem	\$1.50	\$1.55	\$1.55	\$1.50	\$1.75	\$1.40	\$1.24	\$1.55		\$1.15	6
Top Of Scale	14	27	13	15	18	15	18	15		11	

**As of Final Restructuring Agreement
Effective December 1, 2006**

	Mesaba	Air Wisconsin	American Eagle	ASA	Comair	ExpressJet	Mesa	Republic / Chautauqua	Skywest	Trans States	Mesaba Relative Rank
Amendable Date	12/1/2010	10/1/2008	10/27/2009	9/26/2003	12/31/2010	7/31/2010	6/13/2006	9/1/2009		7/31/2006	
Eff Date	12/1/2006	10/1/2006	10/27/2006	9/1/2003	12/31/2006	8/1/2006	1/31/2006	9/1/2006		7/1/2002	
Rate (15th Year)	\$27.64	\$32.41	\$31.31	\$32.00	\$36.33	\$37.55	\$28.12	\$31.01		\$23.50	9
Per Diem	\$1.35	\$1.55	\$1.65	\$1.50	\$1.55	\$1.65	\$1.27	\$1.60		\$1.15	8
Top Of Scale	14	27	13	15	18	15	18	15		11	